



OASD(RA)

Introduction to the Office of the Assistant Secretary of Defense for Reserve Affairs

October 1, 2005



Agenda

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- Who We Are
- Background
- Reserve Force Organizations
- The Reserve Force Contributions
- What Does the Future Hold



Office of the Assistant Secretary of Defense for Reserve Affairs

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Hon. Thomas F. Hall
Assistant Secretary of Defense
Reserve Affairs



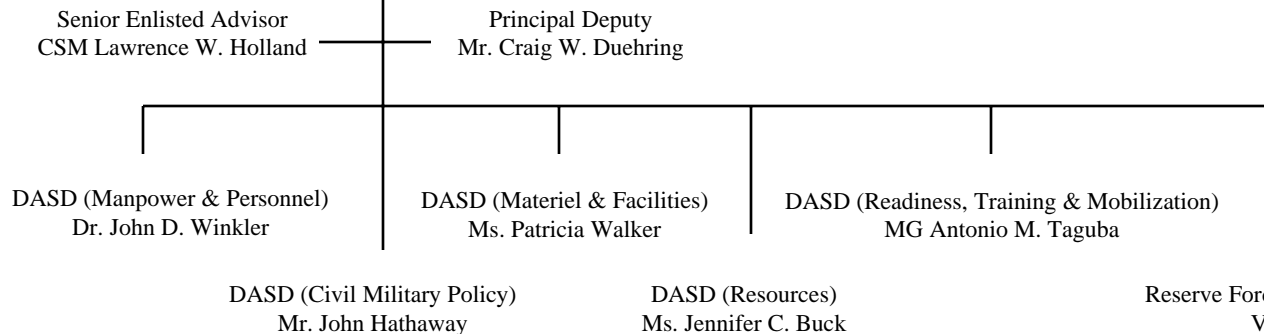
Hon. David S. C. Chu
Under Secretary of Defense
Personnel and Readiness



Hon. Gordon R. England
Deputy Secretary of Defense



Hon. Donald Rumsfeld
Secretary of Defense





Agenda

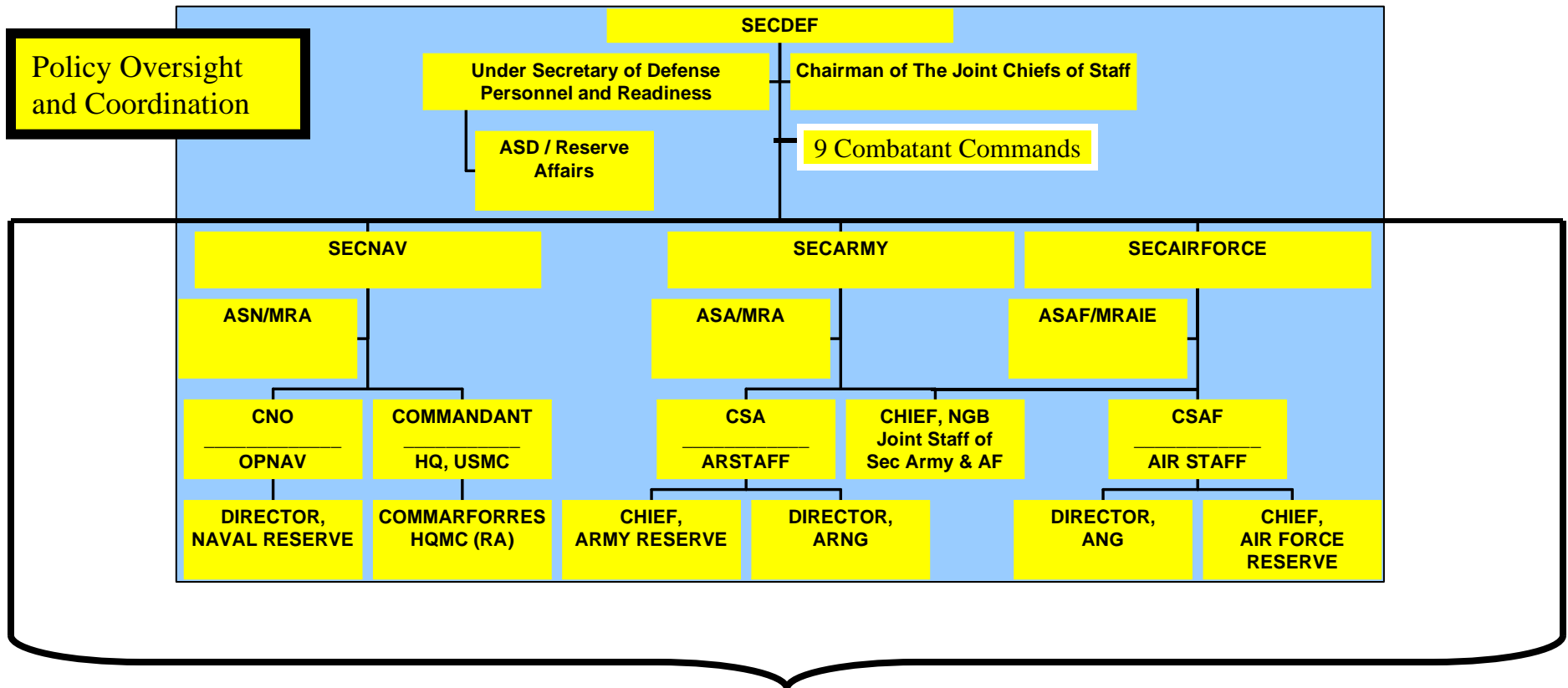
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CONTROL OF RESERVES

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**Recruit, Organize, Supply, Equip, Train, Service,
Mobilize and Demobilize.**



Key Features of U.S. Reserve Components

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- Follows citizen-soldier tradition
- Regionally based and recruited
- Organized militia, acknowledged in U.S. Constitution
 - National Guard- controlled by State governors in peacetime; Federal assets during national emergencies
 - Federal reserves augment Active forces
- Part-time participation; 39 days per year minimum
- “Total” Force policy- Reserve component missions and structure complement active duty forces
- “Abrams Doctrine”- Ensures national will through mobilization of Reserve components in conflicts
- All Volunteer Force, composed of prior-service and non-prior service personnel



Organization of U.S. Reserve Manpower

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FY 2006 (Projected Authorization)

- Ready Reserve Manpower = 1.1 M
(about 45% of total military manpower)
- Total Selected Reserve (Drilling/Paid Reservists) = 858,500
 - Unit Programs = 828,149
 - Individual Augmentees = 30,351
- Individual Ready Reserve (non-drilling manpower) = 280,000
- Budget: about \$32 Billion (about 7% of the total military budget)



Reserve Component Pay and Allowances

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- Full-time Active Guard & Reserve (AGR) personnel receive the same pay and allowances as full-time, Active component personnel
- Part-time reserve personnel receive prorated pay and allowances while on active duty
- Training on “drill” weekends = one day’s base pay per drill period



U.S. Selected Reserve Training

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- 39 Days Per Year
- Policy: Same training standard as Active forces
- Individual Training:
 - Same as Active
 - Frequently requires extended active training of several months for initial training
- Unit Training: Pre-mobilization tasks based on command training assessments
 - Two days per month
 - Normally conducted locally
 - Focused on Individual and lower level collective tasks
 - 14-day Annual Training (AT) periods
 - Normally conducted at a larger facility or deployed
 - Focused on higher level collective tasks.



Reserve Component Equipment & Facilities

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- Total Force Equipping Policy
 - Support the acquisition of compatible and interoperable equipment to meet the training and operational mission requirements of a seamlessly integrated Total Force
- Equipment
 - \$117 Billion in Inventory
 - \$2.5 Billion FY 2005 New Procurement Appropriations
 - \$12.3 Billion FY 2005 Operations and Maintenance (O&M) Appropriations
- Facilities
 - \$60.0 Billion Plant Replacement Value (PRV)
 - 38,725 Structures at 4,912 Sites
 - \$950 Million - FY 2005 Military Construction (MILCON) Appropriations
 - \$2.755 Billion - FY 2005 BOS / SRM Appropriations



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Organization

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7 Reserve Components



**Federal and
State Missions**





Percentages of Active and Selected Reserve Manpower

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FY 2006 (Projected Authorizations)

<u>Service</u>	<u>Active</u>	<u>Reserve</u> <u>(Selected Reserve only)</u>
Army	47%	53%
Navy	83%	17%
Marine	82%	18%
Air Force	66%	34%
Coast Guard	81%	19%
All Services	62%	38%
<hr/>		
All Services	55%	45% (Including IRR)



National Guard

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- Derived from America's early tradition of the colonial militia and the constitutional power of the State
- Responsive to both:
 - Governor of the State for State missions
 - Federal government for the national security mission
- Principle State missions:
 - Disaster response
 - Support law enforcement activities as prescribed by State law
- Can be mobilized (Federalized) under federal law
 - Federal government provides >90% of funding - targeted at national security mission



Army National Guard

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- Currently 36 Combat Brigades
- Under Modularity redesign reducing to 34 Combat Brigades
- Provides 46% of the Army's combat capability
- Army National Guard Authorized End Strength is 350,000
- 34% of the Total Army



Air National Guard

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- Provides 42% of Air Force Tankers
- Provides 40% of Air Force Theater Airlift
- Provides 33% of Air Force Fighters
- Provides 20% of Air Force CSAR
- Provides 100% of Air Force Air Defense
- Provides 100% of Air Force J-STARS
- Air Guard Authorized End Strength is 106,800
- 20% of Total the Air Force



Army Reserve

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- Provides 21% of the Army's Combat Support capability
- Provides 28% of the Army's Combat Service Support capability
- Developing 10 Expeditionary Packages over the next five (5) years to provide constant, ready capability for contingency operations
- Army Reserve Authorized End Strength is 205,000
- 20% of the Total Army



Air Force Reserve Command

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- Provides 28% of Combat Search and Rescue
- Provides 22% of Theater Airlift
- Provides 22% of Strategic Airlift (Associate units)
- Provides 100% of Weather capability
- Air Force Reserve Authorized End Strength is 74,000
- 14% of Total the Air Force



Navy Reserve

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- Navy Reserve Ships
 - Guided Missile Frigates 9
 - Mine Countermeasure Ships 5
 - Mine Hunter Coastal 10
- Navy Reserve Squadrons
 - Carrier Air Wing 6
 - Maritime Patrol 6
 - Logistics 15
 - Helicopters 5
- Navy Reserve Authorized End Strength is 73,100
- 17 % the Total Navy



Marine Forces Reserve

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- Provides 1 Division with Air Wing and Logistics Support
- Provides echelon above division support capability
- Formations identical in structure to Active forces
- Marine Corps Reserve Authorized End Strength is 39,600
- 18% of the Total USMC



Coast Guard Reserve

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- Defense-related roles include port security, military outload protection
- AC units have assumed responsibility for most reserve training and employment – about 85% of USCG SELRES are assigned to AC units
- Secretary of Homeland Security can call up (14 USC 712) USCGR for domestic emergencies
- Coast Guard Reserve Authorized End Strength is 10,000 (Budgeted 8,500)
- 19% of Total Coast Guard



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Mobilization Statutes

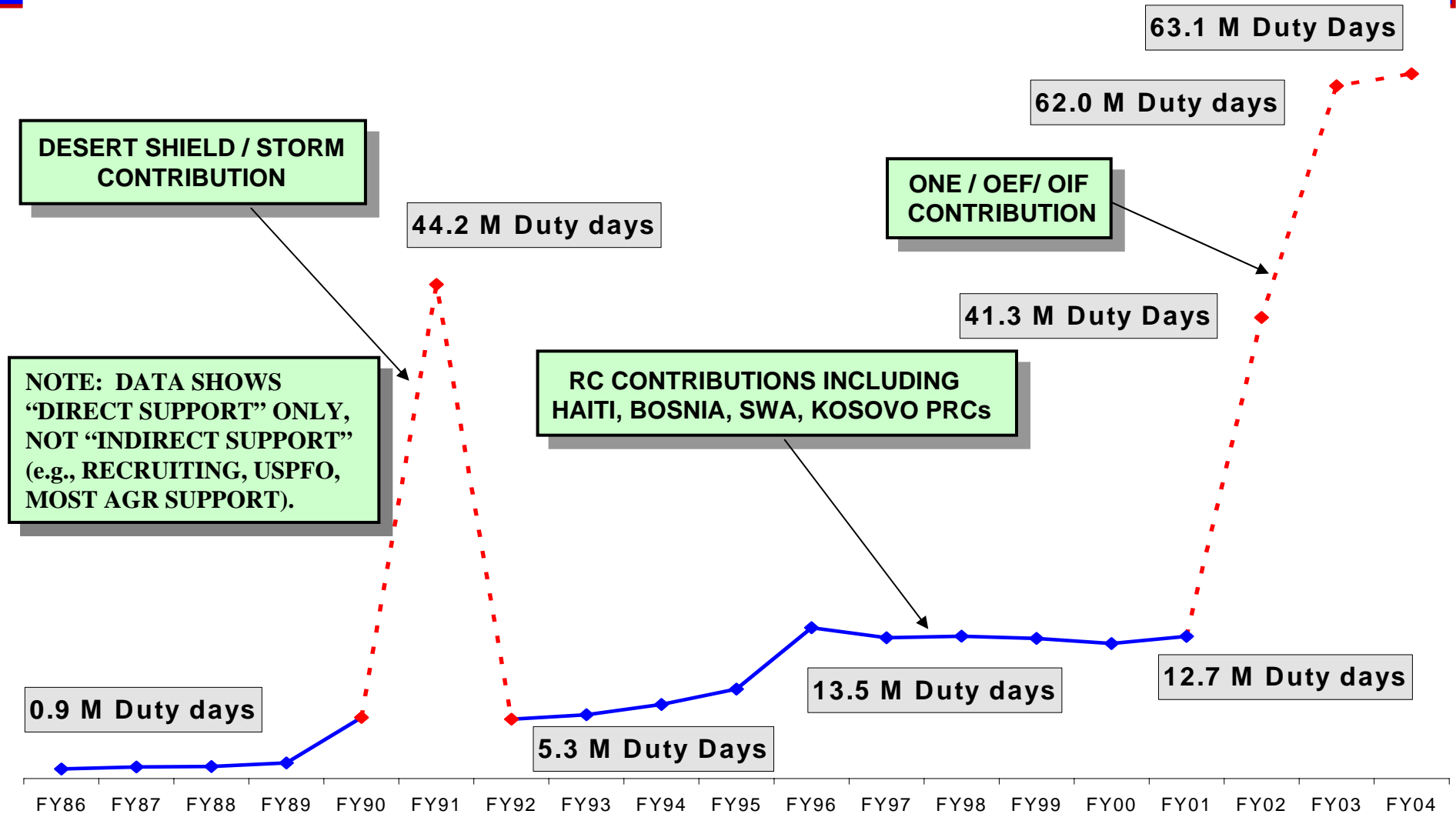
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Full Mobilization 12301(a)	<ul style="list-style-type: none"> • Requires declaration of War or National Emergency by the Congress • Requires Congress in Session 	<ul style="list-style-type: none"> • All Reservists including members in an inactive status and retired members • No number limitation stated • Duration of War or Emergency + 6 Months
Partial Mobilization 12302	<ul style="list-style-type: none"> • Requires Declaration of National Emergency • Report to Congress Every 6 Months 	<ul style="list-style-type: none"> • Ready Reserve • Not more than 1,000,000 • Not more than 2 year duration
Presidential Reserve Call-up 12304	<ul style="list-style-type: none"> • Requires Presidential notification of Congress • <u>No</u> Declaration of National Emergency 	<ul style="list-style-type: none"> • Not more than 200,000 • Selected Reserve, with up to 30,000 IRR • 270 days • Now includes WMD incidents
15-day Statute 12301(b)	<ul style="list-style-type: none"> • Service Secretaries may call Ready Reserve up to 15 days/year 	<ul style="list-style-type: none"> • Annual Training • Operational Missions • Involuntary
RC Volunteers 12301(d)	<ul style="list-style-type: none"> • Requires consent of individual RC member • Governors must consent to National Guard activation 	<ul style="list-style-type: none"> • All Reservists • No number limitation stated • No duration stated



Total Force Contributions

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Reserve Components

NOBLE EAGLE/ENDURING FREEDOM/IRAQI FREEDOM

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Mobilized: 144,492 Demobilized: 380,983 Total: 525,475

Reserve Components	ARNG	USAR	ANG	USAFR	USNR	USMCR	USCGR	TOTAL
Currently Mobilized (10 USC 12302)	86,772	41,263	1,791	3,431	4,364	6,416	455	144,492
Demobilized To Date *	152,920	101,644	35,261	28,428	25,022	29,286	8,422	380,983
Total Mobilized To Date *	239,692	142,907	37,052	31,859	29,386	35,702	8,877	525,475

* Includes RC mobilized and demobilized more than once.

Mobilized: Involuntary Active Duty in a Federal Status (10 USC 12302) that authorizes the use of Reserve Forces for up to 24 months.

Source: Services Daily Mobilization Report As of: 14 Nov 2005, 0800 hours



Reserve Force Mobilization Statistics

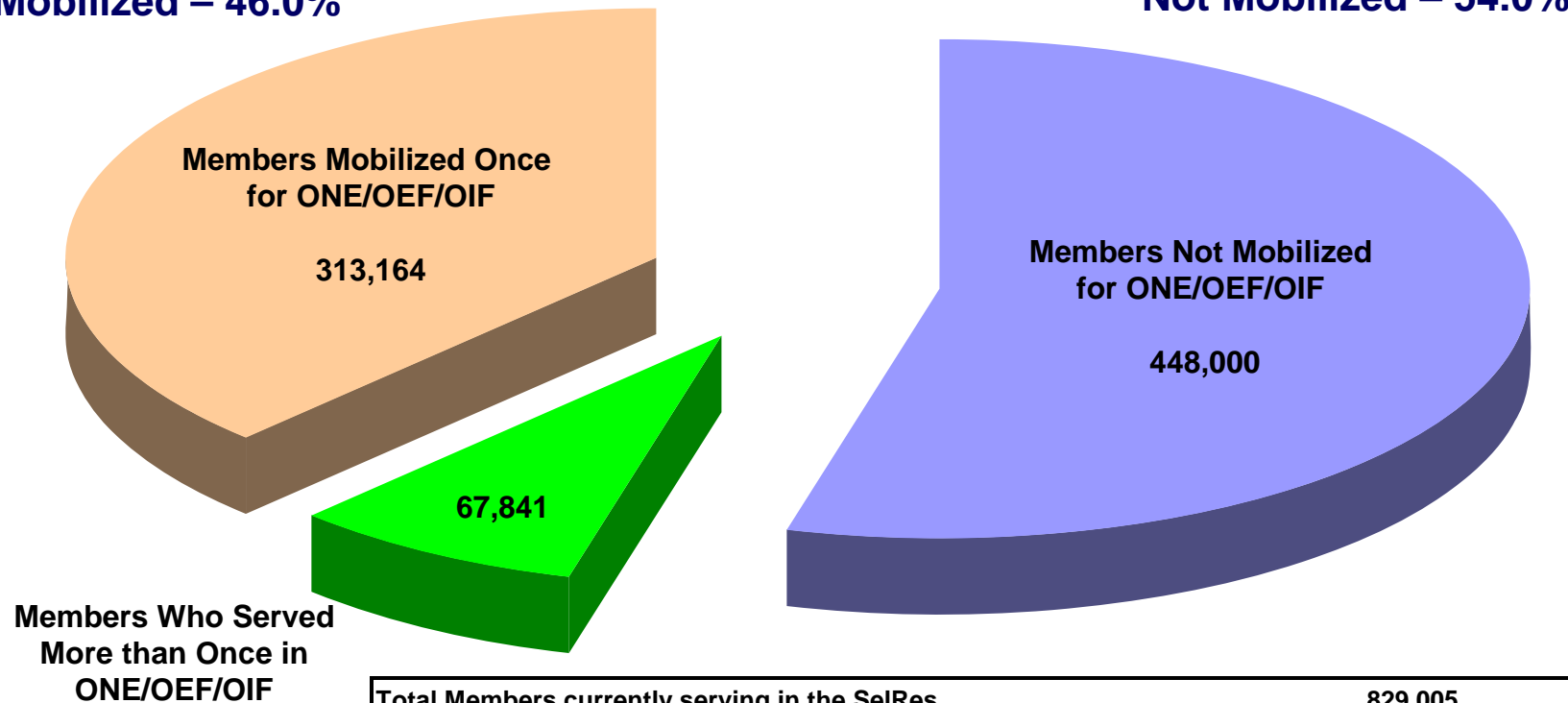
Current Selected Reserve Members Ever Mobilized for ONE/OEF/OIF

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**Selected Reserve Force (829,005)
(As of: September 30 , 2005)**

Mobilized – 46.0%

Not Mobilized – 54.0%



- Data as of: September 30, 2005
- Data does not include IRR members
- Total RC members called up since 9/11/01:
474,649 (464,720 SelRes; 9,929 IRR)

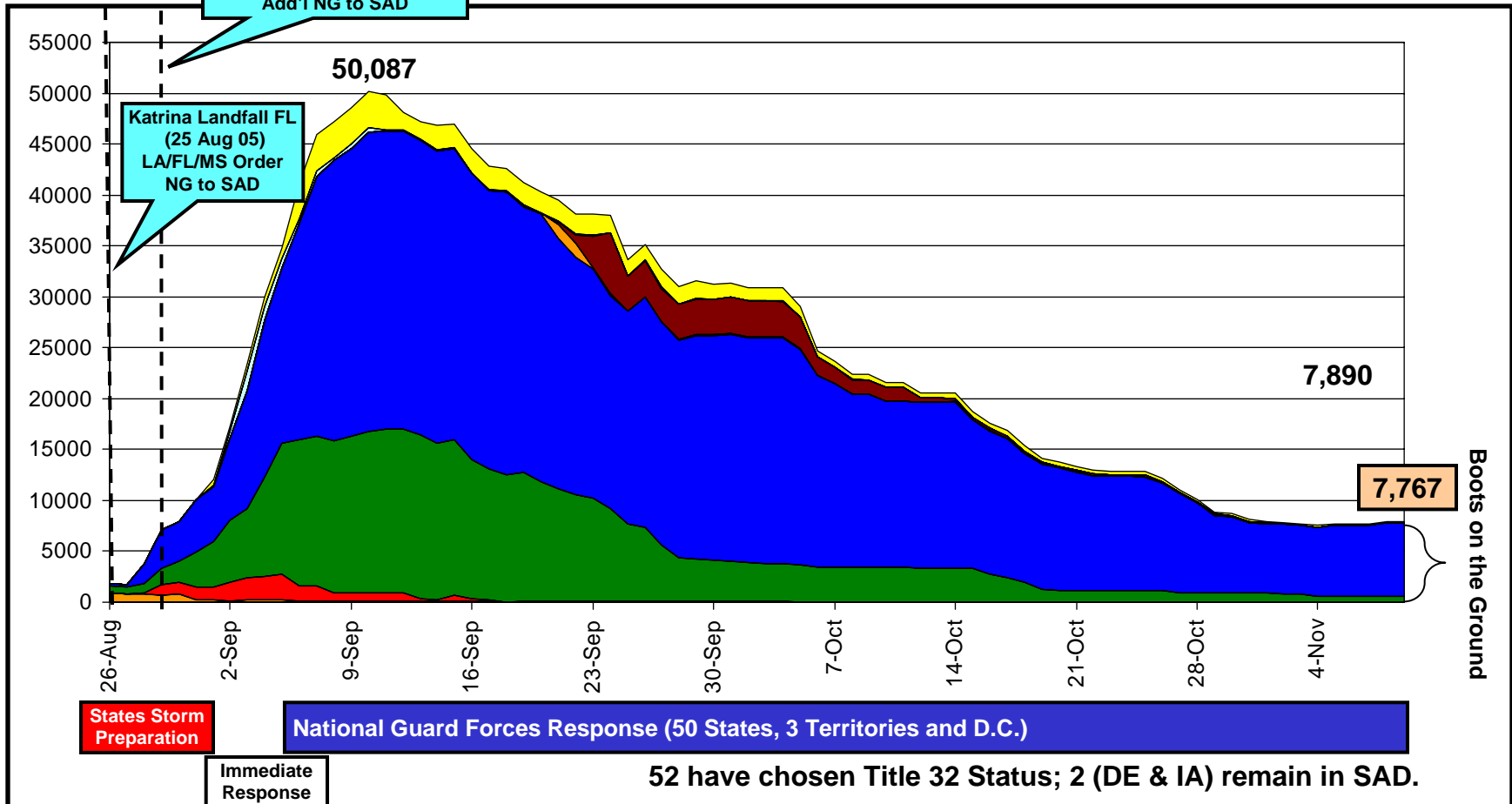
Total Members currently serving in the SelRes	829,005	
Total members mobilized for ONE/OEF/OIF	381,005	46.0%
Total members who have served once in ONE/OEF/OIF	313,164	37.8%
Total members who have served more than once in ONE/OEF/OIF	67,841	8.2%
Total members not mobilized for ONE/OEF/OIF	448,000	54.0%



NATIONAL GUARD TITLE 32 HURRICANE KATRINA/RITA RESPONSE

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Katrina Clears New Orleans
(291600)
MS/ LA/ AL Orders
Add'l NG to SAD



LEGEND

Katrina					Rita	
■ Louisiana	■ Mississippi	■ Alabama	■ Florida	■ ANG Airlift Support	■ External JOA Support	■ Florida
						■ Texas



Employer Support of the Guard and Reserve

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- ESGR Leads DoD effort
 - Executes programs and initiatives to ensure Reserve component accessibility for training and operations
 - Educate Active components on Reserve component capabilities
 - DoD is working incentives and protections for both employers and reservists
- Reservists have legal job protection guarantees
- Cooperation from employers is critical to a healthy and accessible Reserve Force



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What Does The Future Hold

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- Supporting the Global War on Terrorism
 - Emerging Missions for Reserve component forces
- Transformation
 - Post Cold War Changes
 - Rebalancing
 - Innovative Management Practices
 - Continuum of Service



Emerging Missions for Reserve Component Forces

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- Enhance capabilities and overcome constraints in high demand/low density areas
 - RC augmentation within active units (“mixed units”)
 - Harvest RC members’ civilian-acquired skills
- Meet requirements for emerging missions
 - Homeland defense
 - “High-tech” and “reachback” operations (space, intelligence, information operations)
- Use RC to free AC capability needed to alleviate skill shortages and meet other requirements



Reserve Component Force Structure Transformation Overview

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COLD WAR



POST COLD WAR / GWOT

Army Guard 475K to 350K	10 Divisions, 24 Separate Brigades, & Combat Support (CS) /Combat Service Support (CSS)	8 Divisions, 15 “Enhanced” Separate Brigades...to Division HQs with 34 Modular Brigade Combat Teams
Army Reserve 319K to 205K	Combat, CS & CSS	CS & CSS... Developing Expeditionary Force Packages
Naval Reserve 152K to 73K	Combat, CS, & CSS in ships/ sqdns/units plus Active Unit Augmentation	Emphasis on unit CS and CSS, less augmentation to combat units
USMCR 43.6K to 40K	Augmentation & Reinforcement	Rebalancing, adding Inf Bns, Recon, Anti-Terror, Civil Affairs
Air Guard 116K to 107K	12.5 Fighter Wing Equivalent (FWE), Tactical Lift	7 FWE, Bombers, Continental Air Defense, Future Total Force, UAVs, IOs, More Associate Units
Air Reserve 83K to 74K	Strategic (STRAT) Lift, & Tankers CSS	Strat Lift, Tankers & CSS More Associate Units, future Total Force
Coast Guard Reserve 12K to 10K	Port Security Units, Marine Safety Units, C3, Ops Shore Facilities, Vessel & Air Station Augmentation	Active Coast Guard Unit Augmentation (by individual), Port Security Units (CS)



Rebalancing Actions

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“What we have to do is make sure we recognize that the single most important thing we’ve got in the Department of Defense are the people, and we have to make sure we manage that force—the Total Force—the Active component and the Reserve component in a way that’s respectful of them. To do that you’ve got to be very sensitive about the risk of back to back deployment for active service, you’ve got to **be very careful about short call up periods** for the reserve, you’ve got to **give them as much certainty as possible**, you have to **use volunteers to the greatest extent possible** and you have to undertake a project to **rebalance the guard and the Reserve with the Active force.**”

- Donald Rumsfeld
September 25, 2003



The Department’s cohesive rebalancing strategy has resulted in about 70,000 changes in military spaces both within and between the Active and Reserve components from FY 03 to FY 05, and the Services have planned to rebalance an additional 55,000 spaces from FY 06 to FY10.



Rebalancing Objectives

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- **Enhance early responsiveness**
 - Structure forces to reduce the need for involuntary mobilization during early stages of a rapid response operation
- **Resolve stressed career fields**
 - Structure forces to limit involuntary mobilization to reasonable and sustainable rates
- **Employ innovative personnel management practices**
 - Enhance volunteerism
 - Provide range of participation opportunities
 - Capitalize locally on reservists civilian skills (e.g., “reachback”)
 - Improve mobilization process
 - Provide predictable periods of service

Multiple approaches are needed to resolve force imbalances



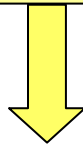
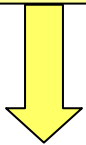
Transformation of Personnel Management

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PREVIOUS STRUCTURE

**Full Time
365 days**

**Traditional
Reservists
39 Days**



- **Separate systems; difficult to transition between them.**
- **RC employed using multiple authorities.**
 - **Mobilization or “workarounds” needed beyond minimum obligation.**
- **Separate organizations.**

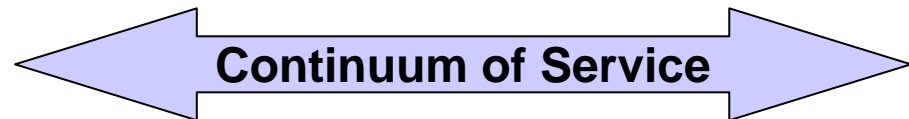
FUTURE STRUCTURE

**Full Time
365 days**

**Variable
RC Pool
39-365 days**

**Traditional
Reservists
39 Days**

**Innovative
Programs
0-39 days**



- **Single system with enhanced ability to move between full-time and part-time status.**
- **“Rheostat” capability to manage contingent workforce.**
 - **Enhanced ability to access “volunteers” and attract civilian participation.**
 - **Reduced need for involuntary mobilization.**
- **Potential to merge duplicative structures.**



Continuum of Service: Goals

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- Capitalize on changes in the civilian workforce to establish a labor market that allows more varied forms and levels of military service
- Provide more options and greater flexibility for individuals to support DoD missions
 - Provide greater flexibility for the part-time force to volunteer for extended periods of military service
 - Attract volunteers from outside the force with needed civilian skills
 - Facilitate transitions between levels of participation



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*This Concludes the
Presentation.*

What are your Questions?